

What is claimed is:

1. A method of setting a direction of growing a personnel which is a method of setting a direction of growing a personnel necessary for forming a plan of fostering the personnel in an organization, said method comprising the steps of:

receiving information with regard to a mission of the organization and thereafter deducing a capability necessary for the organization by using the information;

receiving information with regard to a capability of the respective personnel in the organization and thereafter deducing a capability held by the organization by using the information; and

sampling an excess or deficient state of the capability in the organization by comparing a necessary amount of the capability with a capability amount held by the organization for a respective kind of the capability necessary for the organization and thereafter individually setting the direction of growing the respective personnel from the information with regard to the capability of the respective personnel based on a result of sampling thereof.

2. A method of setting a direction of growing a personnel which is a method of setting a direction of growing a personnel necessary for forming a plan of fostering the personnel in an organization, said method comprising the steps of:

receiving information with regard to a current mission

05855296 "062001"

of the organization and a mission having a possibility of being given to the organization in the future and thereafter deducing capabilities necessary for the organization at present and in the future by using the information;

receiving information with regard to a capability and a future image of the respective personnel in the organization and thereafter deducing a capability held by the organization and a capability having a possibility of being held by the organization in the future by using the information; and

sampling excess or deficient states of the capabilities in the organization by comparing necessary amounts of capabilities with a capability amount held by the organization and a capability amount having a possibility of being held by the organization in the future for respective kinds of the capabilities necessary for the organization at present and in the future and thereafter individually setting the direction of growing the respective personnel from the information with regard to the capability and the future image of the respective personnel based on a result of sampling thereof.

3. A method of selecting a supplementary capability which is a method of selecting a capability supplemented to an organization, said method comprising the steps of:

receiving information with regard to a mission of the organization and thereafter deducing a capability necessary for the organization by using the information;

receiving information with regard to a capability of a respective personnel in the organization and thereafter deducing a capability held by the organization by using the information;

sampling an excess or deficient state of the capability in the organization by comparing a necessary amount of the capability with a capability amount held by the organization for respective kind of the capability necessary for the organization; and

sampling data in accordance with a deficient state of the capability in the organization from a data base registered with a supplementary personnel having a predetermined capability or a business service executed by the capability.

4. A method of selecting a supplementary capability which is a method of selecting a capability supplemented to an organization, said method comprising the steps of:

receiving information with regard to a current mission of the organization and a mission having a possibility of being given to the organization in the future and thereafter deducing capabilities necessary for the organization at present and in the future by using the information;

receiving information with regard to a capability and a future image of a respective personnel in the organization and thereafter deducing a capability held by the organization at present and a capability having a possibility of being held

05883E9B-06E001

by the organization in the future by using the information;
sampling excess or deficient states of the capabilities
in the organization by comparing necessary amounts of the
capabilities with a capability amount held by the organization
and a capability amount having a possibility of being held by
the organization in the future for respective kinds of the
capabilities necessary for the organization at present or in
the future and thereafter individually setting a direction of
growing the respective personnel from the information with
regard to the capability and the future image with regard to
the respective personnel based on a result of sampling thereof;
and

forming and outputting a fostering plan including
information indicating the direction of growing the respective
personnel and sampling data with regard to a capability in
accordance with a deficient state of the capability in the
organization at present and a capability deficient during a
time period until the respective personnel in the organization
grows in line with the set direction of growing the respective
personnel from a data base registered with a supplementary
personnel having a predetermined capability or a business
service executed by the capability.

5. The method of selecting a supplementary capability
according to Claim 4:

wherein after elapse of a predetermined time period from

organization as a supplementary personnel to the one organization when the capability determined to be deficient in the arbitrary one organization is determined to be excessive in the other organization.

7. A method of selecting a supplementary personnel which is a method of selecting a personnel supplemented to one organization from other organization, said method comprising the steps of:

receiving information with regard to current missions of respective organizations and missions having possibilities of being given to the organizations in the future with regard to a plurality of organizations and thereafter deducing capabilities necessary for the organizations at present and in the future by using the information;

receiving information with regard to capabilities and future images of respective personnel belonging to the respective organizations and thereafter deducing capabilities held by the respective organizations at present and capabilities having possibilities of being held by the respective organizations in the future by using the information;

determining excess or deficient states of the capabilities in the respective organizations by comparing necessary amounts of capabilities necessary for the respective organizations at present and in the future with capability

amounts held by the organization and capability amounts having possibilities of being held by the organizations in the future for respective kinds of the capabilities with regard to the respective organizations; and

sampling a personnel having a capability in the other organization or a personnel having a possibility of having the capability as a supplementary personnel to the one organization when the capability determined to be deficient at present or in the future in the arbitrary one organization is determined to be excessive at present or in the future in the other organization.

8. A method of evaluating a personnel which is a method of forming assessment information of evaluating a personnel in an organization, said method comprising the steps of:

receiving information with regard to a mission of the organization and deducing a capability necessary for the organization for the mission;

receiving information with regard to a capability of a respective personnel belonging to the organization and deducing a capability held by the organization by using the information;

determining an excess or deficient state of the capability in the organization by comparing a necessary amount of the capability with a capability amount held by the organization for respective kind of the capability necessary for the

organization; and

receiving information representing a business achievement of the respective personnel and thereafter forming the assessment information of the respective personnel based on the information and the excess or deficient state of the capability in the organization.

9. A system of forming a personnel fostering plan which is a system of forming a personnel fostering plan of a personnel in an organization, said method comprising:

information inputting means for receiving information with regard to a mission of the organization and information with regard to a capability of a respective personnel belonging to the organization;

necessary capability acquiring means for deducing a capability necessary for the organization for the mission by using the input information with regard to the mission of the organization;

individual capability acquiring means for deducing the capability held by the respective personnel by using the input information with regard to the respective personnel;

capability amount accumulating means for accumulating a capability amount held by the respective personnel with regard to the capability necessary for the organization for respective kind of the capability;

sampling means for sampling an excess or deficient state

of the capability in the organization by comparing a result of accumulating the capability amount provided by the capability amount accumulating means with a necessary amount of the capability necessary for the organization;

growing direction setting means for setting a direction of growing the respective personnel from acquired information by the individual capability acquiring means based on the excess or deficient state of the capability sampled by the sampling means; and

plan forming means for forming a fostering plan indicating the direction of growing the respective personnel set by the growing direction setting means for the respective personnel.

10. A system of forming a personnel fostering plan which is a system of forming a personnel fostering plan of a personnel in an organization, said system comprising:

information inputting means for receiving information with regard to a current mission of the organization and a mission having a possibility of being given to the organization in the future and information with regard to a capability and a future image of a respective personnel belonging to the organization;

necessary capability acquiring means for deducing capabilities necessary for the organization at present and in the future for the missions by using the input information with regard to the missions of the organization at present and in

the future;

individual capability acquiring means for deducing a capability held by the respective personnel at present and a capability having a possibility of being held by the respective personnel in the future by using the input information with regard to the respective personnel;

capability amount accumulating means for accumulating a capability amount held by the respective personnel at present and a capability amount having a possibility of being held thereby in the future for respective kinds of the capabilities with regard to the capabilities necessary for the organization at present and in the future;

sampling means for sampling excess and deficient states of the capabilities in the organization by comparing results of accumulating the capability amounts at present and in the future provided by the capability amount accumulating means with necessary amounts of the capabilities necessary for the organization at present and in the future;

growing direction setting means for setting a direction of growing the respective personnel from acquired information by the individual capability acquiring means based on the excess or deficient states of the capabilities sampled by the sampling means; and

plan forming means for forming a fostering plan indicating the direction of growing the respective personnel set by the

growing direction setting means for the respective personnel.

11. The personnel fostering plan forming system according to Claim 9 or 10, further comprising:

information outputting means for outputting the plan of fostering the personnel formed by the plan forming means to outside.

12. A system of supplementing a personnel which is a system of selecting a personnel supplemented to an organization, said system comprising:

information inputting means for receiving information with regard to a mission of the organization and information with regard to a capability of a respective personnel belonging to the organization;

necessary capability acquiring means for deducing a capability necessary for the organization for the mission by using input information with regard to the mission of the organization;

individual capability acquiring means for deducing a capability held by the respective personnel by using input information with regard to the respective personnel;

capability amount accumulating means for accumulating a capability amount held by the respective personnel with regard to a capability necessary for the organization for respective kind of the capability;

sampling means for sampling an excess or deficient state

of the capability in the organization by comparing a result of accumulating the capability amount provided by the capability amount accumulating means with a necessary amount of the capability necessary for the organization;

a data base registered with a predetermined number of supplementary personnel; and

personnel sampling means for sampling a personnel having a capability in accordance with a deficient state of the capability from the data base based on a result of sampling the excess or deficient state of the capability in the organization by the sampling means.

13. A system of supplementing a personnel which is a system of selecting a personnel supplemented to an organization, said system comprising:

information inputting means for receiving information with regard to a mission of the organization at present and a mission having a possibility of being given to the organization in the future and information with regard to a capability and a future image of a respective personnel belonging to the organization;

necessary capability acquiring means for deducing capabilities necessary for the organization at present and in the future for the missions by using input information with regard to the missions of the organization at present and in the future;

individual capability acquiring means for deducing a capability held by the respective personnel at present and a capability having a possibility of being held thereby in the future by using input information with regard to the respective personnel;

capability amount accumulating means for accumulating a capability amount held by the respective personnel at present and a capability amount having a possibility of being held thereby in the future for respective kinds of capabilities with regard to the capabilities necessary for the organization at present and in the future;

sampling means for sampling excess or deficient states of the capabilities in the organization by comparing results of accumulating the capability amounts at present and in the future provided by the capability amount accumulating means with necessary amount of the capabilities necessary for the organization at present and in the future;

growing direction setting means for setting a direction of growing the respective personnel from acquired information by the individual capability acquiring means based on the excess or deficient states of the capabilities sampled by the sampling means;

information outputting means for forming a plan of fostering the personnel indicating the direction of growing the respective personnel set by the growing direction

determining means with regard to the respective personnel and thereafter outputting the plan of fostering the personnel to outside;

a data base registered with a predetermined number of supplementary personnel; and

personnel sampling means for sampling a personnel having a capability in accordance with a deficient state of the capability in the organization at present and a personnel having a capability deficient during a time period until the respective personnel in the organization grows in line with the set direction of growing thereof from the data base based on a result of sampling the personnel by the sampling means.

14. The system of supplementing a personnel according to Claim 13, further comprising:

accumulated capability amount holding means for holding a result of accumulating the capability amount at present provided by the capability amount accumulating means in a memory;

new capability acquiring means for deducing the capability of the respective personnel at a time point after elapse of a predetermined time period since the plan of fostering the personnel has been outputted by using the information inputting means and the individual capability acquiring means; and

reward sum determining means for accumulating a

capability amount indicated by a new capability of the respective personnel provided by the new capability acquiring means for respective kind of the capability, comparing a result of accumulating the capability amount with the accumulated result held in the memory by the accumulated capability amount holding means and determining a reward sum charged to the organization in accordance with a result of comparing thereof.

15. A system of supplementing a personnel which is a system for selecting a personnel supplemented to one organization from other organization, said system comprising:

information inputting means for receiving information with regard to missions of respective organizations and information with regard to capabilities of respective personnel belonging to the organizations with regard to a plurality of the organizations;

necessary capability acquiring means for deducing capabilities necessary for the respective organizations for the missions by using the input information with regard to the mission;

individual capability acquiring means for deducing capabilities held by the respective personnel by using input information with regard to the respective personnel;

capability amount accumulating means for accumulating capability amounts held by the personnel in the respective organizations for respective kinds of capabilities with regard

to the capabilities necessary for the respective organizations;

determining means for determining excess or deficient states of the capabilities in the respective organizations by comparing results of accumulating the capabilities of the personnel provided with regard to the respective organizations by the capability amount accumulating means with necessary amounts of the capabilities necessary for the respective organizations; and

personnel sampling means for sampling a personnel having a capability determined to be deficient in the arbitrary one organization by the determining means from the other organization in which the capability is determined to be excessive.

16. A system of supplementing a personnel which is a system for selecting the personnel supplemented to one organization from other organization, said system comprising:

information inputting means for receiving information with regard to missions of the respective organizations at present and missions having possibilities of being given to the organizations in the future and information with regard to capabilities and future images of respective personnel belonging to the respective organizations with regard to a plurality of the organizations;

necessary capability acquiring means for deducing

capabilities necessary for the organizations at present and in the future for the missions by using input information with regard to the missions at present and in the future with regard to the respective organizations;

individual capability acquiring means for deducing capabilities held by the respective personnel at present and capabilities having possibilities of being held thereby in the future by using input information with regard to the respective personnel;

capability amount accumulating means for accumulating capability amounts held by the personnel at present and capability amounts having possibilities of being held thereby in the future in the respective organizations for respective kinds of capabilities with regard to the capabilities necessary for the respective organizations at present and in the future;

determining means for determining excess or deficient states of the capabilities in the respective organizations by comparing results of accumulating the capability amounts at present and in the future provided with regard to the respective organizations by the capability amount accumulating means with necessary amounts of the capabilities necessary for the respective organizations at present and in the future; and

personnel sampling means for sampling a personnel having a capability determined to be deficient at present or in the future in the arbitrary one organization by the determining

means from the other organization in which the capability is determined to be excessive at present or in the future.

17. The system of supplementing a personnel according to Claim 15 or 16, further comprising:

information outputting means for forming report information for introducing the personnel sampled by the personnel sampling means to an organization deficient of the capability and outputting the report information to outside.

18. A business achievement assessing system which is a system of assessing a business achievement of a personnel in an organization, said system comprising:

information inputting means for receiving information with regard to a mission of the organization, information with regard to a capability of a respective personnel belonging to the organization and information with regard to a business achievement of the respective personnel;

necessary capability acquiring means for deducing a capability necessary for the organization for the mission by using input information with regard to the mission of the organization;

individual capability acquiring means for deducing a capability held by the respective personnel by using input information with regard to the respective personnel;

capability amount accumulating means for accumulating a capability amount held by the respective personnel with regard

to the capability necessary for the organization for respective kind of the capability:

sampling means for sampling an excess or deficient state of the capability in the organization by comparing a result of accumulating the capability amount provided by the capability amount accumulating means with a necessary amount of the capability necessary for the organization; and

assessment information forming means for forming assessment information for evaluating the personnel from acquired information with regard to the business achievement of the respective personnel based on the excess or deficient state of the capability in the organization.

19. The business achievement assessing system according to Claim 18, further comprising:

information outputting means for forming report information indicating assessment information of the respective personnel and outputting the report information to outside.

20. An information transmitting medium which is an information transmitting medium written with information constituting an object by at least either one of an organization and a respective personnel in the organization by a computer system:

wherein in the computer system, after sampling an excess or deficient state of a capability of the organization with

regard to a capability necessary for a mission of the organization, a direction of growing the respective personnel is set from information with regard to a capability of the respective personnel based on a result of sampling thereof and said information transmitting medium is constituted by being written with a personal fostering plan formed by using the direction of growing the respective personnel.

21. An information transmitting medium written with information constituting an object by an organization by a computer system:

wherein in the computer system, after sampling an excess or deficient state of a capability of the organization with regard to a capability necessary for a mission of the organization, a direction of growing the respective personnel is set from information with regard to a capability of the respective personnel based on a result of sampling thereof, a supplementary personnel in accordance with a capability deficient in the organization is sampled from a data base and said information transmitting medium is constituted by being written with a personnel fostering plan formed by using the direction of growing the respective personnel and information for introducing the supplementary personnel.

22. An information transmitting medium written with information constituting an object by a respective personnel of an organization by a computer system:

wherein in the computer system, after determining an excess or deficient state of a capability of the organization with regard to a capability necessary for a mission of the organization, said information transmitting medium is constituted by being written with information for assessing a business achievement formed by a business achievement of the respective personnel based on a result of determining the excess or deficient state.